



CITY OF FORT LAUDERDALE



Public Works Jobs

BUILDING THE FUTURE INFRASTRUCTURE WORKFORCE

Good Jobs, Great Cities Academy
City of Fort Lauderdale



CITY'S FOCUS

Public Works

Jobs in water/
wastewater
treatment and
stormwater
management.

GOALS



1

Awareness

Promote awareness of Public Works jobs.

2

Job Placement

Fill critical vacancies.

3

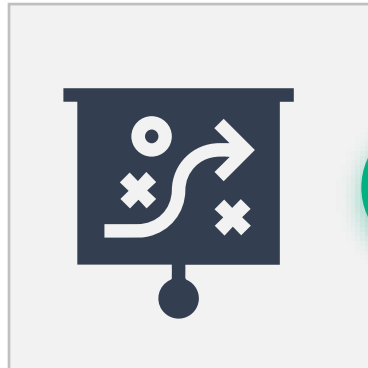
Expand Training

Develop a training to employment pipeline.

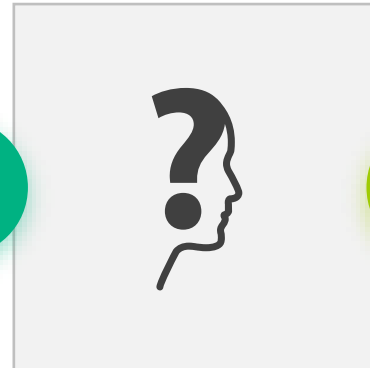


METHODOLOGY

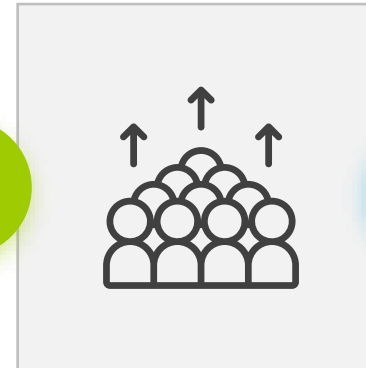
Results-driven, Collaborative Approach



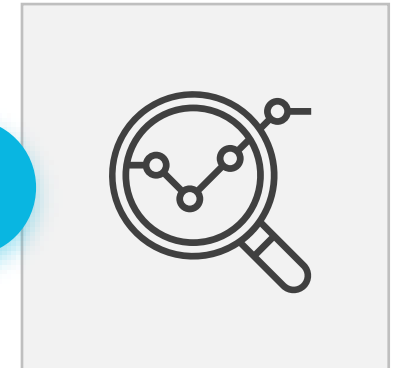
Assess current job shortage & project future demands.



Reflect on barriers and opportunities to grow the workforce.



Engage partners in developing a training- to-employment pipeline.



Implement short term strategies, evaluate and scale for broader impact.

PARTNERS



Industry Employers & Unions



Education, College & Vocational Partners



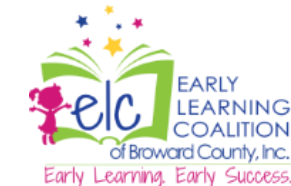
Job placement & Training Providers



Pre-apprenticeship & Internship Programs



Care Economy Resources



JOB MARKET

Context

- Seasoned workforce with high retirement rate
- Fewer young people entering industry
- Private market competition/Salaries
- Perception of “lack of technology” in municipal jobs

Barriers

- Lack of industry awareness
- Licensing requirements for entry-level positions
- Limited training programs to meet future job demands

HARD TO FILL JOBS

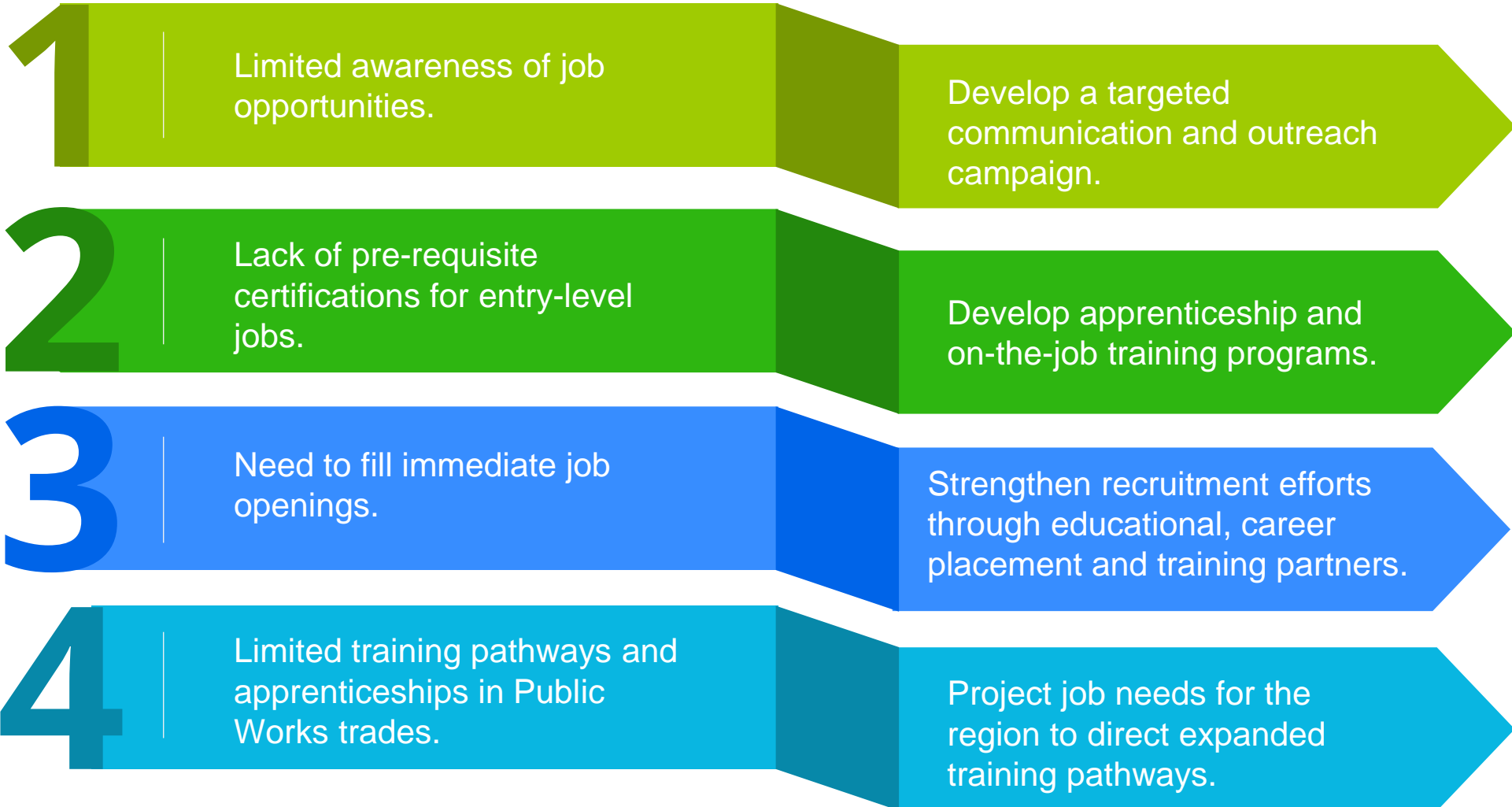
Immediate Focus

- Industrial Electrician
- Utilities Mechanic
- Utilities Service Worker
- Water/wastewater Plants Operator
- Engineering Inspector



Challenges

Partnership Strategies



Partner Engagement Meetings



GJGC Academy Kick-Off Meeting



Updates & Next Steps

Launched sub-committees

- Awareness Committee
- Recruitment Committee
- Employment-to-Training Pipeline Committee

Working on Quick Wins

- Survey employers to quantify current/future job demands in region.
- Share competencies/skills needed for critical jobs with education providers to focus recruitment efforts.
- Develop a multi-media awareness campaign, including video, social media and updated collateral materials (i.e. career ladder, etc.)

